

Teammates,

As a HR person, optimizing organizational designs to unlock the potential of teams is one of the most fun things I get to work on. In State government, our approach to organizational change has been to focus on creating one-stop-shops for customers and reducing administrative overhead for taxpayers. This past July 1st marked the anniversary of some of our biggest successes in this area as we acknowledge the merger of several State agencies:

The Nebraska Department of Transportation (NDOT), created by the passage of LB339, officially merged the Department of Roads and the Department of Aeronautics on July 1, 2017. The merger eliminated inefficiencies and allowed more money to be spent on roads and runways, all without sacrificing jobs. Since 2017, NDOT has been a unified agency focused on Nebraska's transportation needs, and the consolidation has allowed for a long-term, strategic approach towards building the 21st-century infrastructure needed to grow Nebraska. Did you know we were the last State in the country to not have a Department of Transportation?

The Nebraska Department of Veterans' Affairs (NDVA) and the Division of Veterans' Homes (DVH) were merged through LB340e in 2017, which moved the DVH from the Department of Health and Human Services (DHHS) to the NDVA. The merger has provided a higher level of service to Nebraska's veterans by creating a one-stop-shop for all veterans served by the State of Nebraska. The merger has created a single team working for the State's servicemembers, allowed for greater information and resource sharing among team members responsible for serving our veterans, and allowed DHHS to better focus on helping its customers live better lives. This action by Governor Ricketts and the Legislature has made Nebraska a better place for our veterans to live, work, and raise a family.

The Department of Environment and Energy (DEE) was created on July 1, 2019, by LB302, which merged the Department of Environmental Quality with the Nebraska Energy Office. The new DEE has allowed the State to form a more unified vision and strategic plan for work in these related areas and has combined several similar functions and services of the two previously separate departments. The merger has generated a number of efficiencies and allowed for a better direction of resources towards achieving the State's environment and energy missions.

These mergers have marked some of Governor Ricketts' biggest accomplishments in his drive to create a more efficient and customer-focused Nebraska State Government, and it was an honor to play a role in each project from a HR perspective. I also want to acknowledge all of the DAS teams that supported these agencies through their transitions including the Accounting, Building, and Personnel Divisions. The success of several department consolidations have saved taxpayer money and utilized resources in a more efficient manner. By eliminating and merging agencies, we've cut red tape and created one-stop-shop experiences for customers. A great success story for taxpayers, customers, and teammates.

Regards,

**Jason Jackson**

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